

*Teacher's  
Master Contract  
Agreement*

Between  
The Missouri Valley Education Association  
and  
The Missouri Valley Board of Education

2006-2007

*Printed May 9, 2006*

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## **Article 1**

The Missouri Valley Community School District and the Missouri Valley Education Association hereby agree that they have negotiated in good faith and have agreed to the following:

## **Article 2**

The Board hereby recognizes the Missouri Valley Education Association as the exclusive bargaining representative for all professional certified employees as set forth in the certification instrument (Case #80) issued by PERB on the 6<sup>th</sup> day of May, 1975. Excluded from such representation is the Superintendent, attendance center building Principals, Assistant Principals, and all other persons excluded by Section 4 of the Act.

### **Definitions:**

1. The term "Board," as used in this agreement, shall mean the Board of Education of the Missouri Valley School District of its duly authorized representatives.
2. The term "employee," as used in this agreement, shall mean all professional employees represented by this Association in the bargaining unit as defined and certified by the Public Employment Relations Board.
3. The term "Association," as used in this agreement, shall mean the Missouri Valley Education Association or its duly authorized representatives or agents.

## **Article 3**

1. The regular teaching day will consist of eight (8) hours, except on days which immediately precede a school recess. School on these days will be dismissed at 2:30 P.M. except for extraordinary circumstances as deemed by the administration. The Building Principal may also grant teachers an early release for good cause or when meetings, conferences, or other duties not assigned have necessitated the Teachers being present before or after the regular teaching day. Included in this day will be a 25-minute duty-free lunch period.
2. Provide early dismissal time for parent/teacher conferences (1:30 p.m. dismissal on Friday following conferences) should the conference fall on a day where the staff is required to teach a full day and return in the evening for conferences.
3. Release teachers at 3:40 p.m. on all Fridays during the year to offset duties assigned outside the regular teaching day, i.e., activity supervision, activity sponsorship, and open house.

4. Retain present practice of providing employees and spouse with activity passes for all Missouri Valley activities.
5. Teachers will attend meetings called by the Superintendent and regular school meetings of the building staff.
6. A part-time employee shall have a proportionate amount of duties at open house, conferences, and other activities. Additional time at such events will be compensated at his/her hourly per diem rate.
7. The Board of Education agrees it will make every effort to provide a daily preparation period to teachers.

#### **Article 4**

The regular school year shall consist of one hundred and ninety (190) days.

An employee on an extended contract shall be paid 1/190<sup>th</sup> of his regular salary for each additional day of service.

The Board shall provide the following holidays: Labor Day, Thanksgiving Day, Christmas Day, New Years Day, and Memorial Day when they fall within the 190 day contract. These shall constitute contract days for the Master Agreement.

#### **Article 5**

Within the first six (6) weeks of the new school year, the teachers will be informed as to the method of evaluation and given a copy of the evaluation form, which includes criterion of evaluation.

A formal written summative evaluation of all teachers in the system shall be made by the designated supervisory personnel according to the placement of the said employee within the evaluation system. This evaluation shall include a conference with the teacher and the designated supervisory personnel. During this conference, the evaluator will discuss strengths and weaknesses of the teacher. Such comments shall be noted on the evaluation form.

The formal summative evaluation will be signed by both parties. One copy will be given to the teacher. The teacher's signature does not necessarily indicate agreement with the evaluation, but rather, awareness of the content.

In the evaluation of teaching and/or co-curricular activity, there shall be one (1) file that contains all the information and documents that deal with employee evaluations. Any information not contained within this file cannot be used in the evaluation process.

The principal and/or athletic director shall be the direct link with the teachers, sponsors, and coaches. When problems concerning observations, complaints, or alleged violations cannot be handled in a manner agreeable to both parties, the superintendent is to be the next step in the resolution process. If, at the discretion of the principal, athletic director, and/or superintendent, any evaluation is made from observations, or complaints, these evaluations shall be reduced to writing. If this documentation is to be placed in the employee's evaluation file, a copy shall be given to the employee within fifteen (15) days. The employee shall have the right to respond in writing to the documented evaluation or complaint within ten (10) days. This response shall be physically attached to the written documentation of the complaint or observation placed in the evaluation file.

Any documented information placed within this file after July 1, 2002, must bear the signature of a representative of the administration, as well as that of the employee or representative of the M.V.E.A. on the employee's behalf. A signature verifies only that the signed document has been received and discussed. This signature does not imply agreement with the document, but rather, that both sides are aware of the contents of the document.

### **Article 6**

Transfers may be made in the following manner:

1. By the Superintendent when, in his or her judgment, the transfer is for the welfare of the students, the employee, or the school. Such transfer may occur at any time. All voluntary transfers will be exhausted before involuntary transfers are implemented.
2. Staff members may request a transfer in writing. The written request is to be sent to the Superintendent's Office, with appropriate notification going to the Principal of the individual schools. The individual requesting the transfer is to be notified of the transfer action no later than June 1.
3. A list of available positions will be open for inspection in the various Principals' offices.

### **Article 7**

In considering specific staff personnel for a reduction of staff, the Board shall take into consideration as listed below in the following order:

1. Competency and demonstrated effectiveness of individuals as defined by the evaluation procedures of the District.

2. Staff qualification, specifically in academic training and teaching experience.
3. Above factors being equal, seniority in the Missouri Valley Community Schools will then be considered.
4. Overall performance of the individuals involved in consideration in areas as enthusiasm, contributions to the school program, vigor, and value to the system.

Any professional staff member terminated because of the above shall be considered for recall if his or her wishes are made known in writing to the Superintendent's Office.

Notification:

A. If the reduction is to become effective as of the first day of the following school year, the Board will notify the Association by March 15. Such notice will be in writing and will include the specific position(s) to be affected, the proposed time schedule, and the reasons for the proposed action.

B. If the Board determines to fill a vacant position, they will fill it with a bargaining unit employee, laid-off employee, or employee who has been involuntarily reduced to less than full time, with appropriate certification, endorsement, experience, and educational background. (Above named employees) will be recalled in the order of the person with the most seniority being recalled first.

C. Notice of recall will be given by telegram or certified mail to the last address given to the Board by the employee. A copy of the notice of recall will be given to the Association. If an employee fails to respond within ten (10) days after the first receipt or twenty (20) working days after the postmark, whichever comes first, of the above notice of recall, the employee will be deemed to have refused the position offered. (Employees that refuse recall to a position with fewer hours or less pay than held at the time of layoff shall retain recall rights.)

D. An employee who is laid off will remain on the recall list for two (2) years after the effective date of layoff, unless the employee waives recall rights in writing.

### **Article 8**

Sick leave for the personal illness or disability of a teacher shall be credited annually to members covered under this agreement on the following basis:

- |    |                           |         |
|----|---------------------------|---------|
| 1. | First year of employment  | 10 days |
| 2. | Second year of employment | 11 days |
| 3. | Third year of employment  | 12 days |

- |    |                           |         |
|----|---------------------------|---------|
| 4. | Fourth year of employment | 13 days |
| 5. | Fifth year of employment  | 14 days |
| 6. | Sixth year of employment  | 15 days |

The above amounts shall apply only to consecutive years of employment in the Missouri Valley School District.

Two (2) days of appointment leave may be used for medical, dental, and optical appointments of the employee, their spouse, or their dependent children. These days may be used only after every effort has been made to schedule these appointments on out of school hours. Such days will be deducted from the accumulated sick leave days.

In the case of previously scheduled appointments, three (3) days notification will be given.

Up to five (5) days a year may be used by an employee for absence due to hospitalization of immediate family members. Immediate family is defined as spouse, children, brother, sister, mother, father, grandparent, parent-in-law, and Court Appointed Guardian. Such absence will be deducted from the accumulated sick leave of the employee. If both members of a household work for the district, only one employee at a time may use the leave per event unless approved by the administration.

If a spouse's parent is critically ill, the teacher may use up to two (2) days of his/her newly generated sick leave for visitation. If both work for the school system, these days may be taken at the same time. This leave must be approved by the administration.

Newly generated sick leave may be used to include homebound sickness of an immediate family member. In the event that 110 days accumulated limit would affect newly generated sick leave, fifteen (15) days may be used from the 110 days limit.

Unused leave shall be cumulative from year to year to a maximum of one hundred and ten (110) days.

## **Article 9**

### **1. Personal**

Two (2) days of paid personal leave may be granted each year upon request to the administration for approval. Personal leave days shall be accumulated to a total of three (3) days. Such request shall be submitted to the administration two (2) days in advance of such leave. In case of emergency that does not allow two (2) days advance notice, the employee shall secure permission to be absent, either in person or by telephone, from the Administration. The employee shall then submit a written request for approval upon his/her return to duties.

2. Professional

Attendance at educational meetings or visiting other schools is permitted with pay, if such absence is approved by the Superintendent. A written request for the absence should be signed by the Building Principal and filed in the Superintendent's Office at least one (1) week prior to the anticipated absence. Staff members will be reimbursed for travel and other expenses incurred if attendance is in the State of Iowa or within a 100-mile radius of Missouri Valley. Other travel and reimbursements are subject to the Superintendent's approval.

3. Association Business

A total of two (2) days shall be available for representatives of the Association to attend conferences, conventions, or other activities of the local, state, and national affiliated organizations. Notice shall be given to the employee's Principal seven (7) days in advance, except in case of emergency.

4. Jury Duty

A teacher who is called and/or serves on a jury shall receive full pay for that time which occurs during school days. Said teacher shall remit moneys received to the Superintendent's Office for school days served.

If a teacher is subpoenaed to testify in court by someone other than a person related to them by blood or marriage, he/she will receive pay for the period of time waiting to testify and time actually testifying, plus reasonable travel time. Any witness fees received by the teacher attributable to school days will be remitted to the Superintendent's Office.

5. Bereavement

Upon the death of a member of the teacher's immediate family, a teacher requesting a leave will be granted up to five (5) working days of absence to attend the funeral, at the discretion of the Superintendent. "Immediate family" is defined as spouse, children, brother, sister, mother, father, grandparent, parent-in-law, Court Appointed Guardian. For the purpose of bereavement leave only, the definition of family may be expanded to include grandchildren, niece, nephew, aunt, uncle, step-children, foster children, or other family members deemed appropriate by the Superintendent in his/her sole discretion. The employee will be granted up to three (3) days for sister-in-law, brother-in-law, son-in-law, daughter-in-law, and spouse's grandparents.

An employee shall be granted up to one (1) day per year to attend the funeral of another person not defined above.

Additional days of leave may be granted at the discretion of the Superintendent.

## **Article 10**

### **1. Extended Sick Leave**

Any employee who has been absent for ten (10) consecutive days, which corresponds to the number of days when a substitute will be placed on the salary schedule, will furnish the Board of Education, at its request and expense\*, with a doctor's statement verifying his/her inability to return to work. The doctor's statement will serve as authorization to extend sick leave benefits.

Exceptions may be made in the provision by the Superintendent in case of severe illness or prolonged disability. Any employee may apply for additional leave following medical disability of up to one (1) year.

Nothing in this agreement shall prohibit the Board from requiring such reasonable evidence regarding the necessity for an employee to use any amount of sick leave if it is requested by the building Principal and Superintendent.

*\*Expense to be mileage and office call*

### **2. Education**

A leave of absence without pay of up to one (1) year may be granted to any employee, upon application, for the purpose of fulfilling residency requirements at an accredited college or university related to professional responsibilities. An employee requesting this leave must do so by April 15<sup>th</sup> or by mutual consent of the Board and the Association, contingent upon finding a qualified replacement.

A teacher, upon such a leave, must notify the Board by January 15<sup>th</sup> of his or her intention to return or not to return to the District.

### **3. Military**

Military leave shall be granted in accordance with state and federal statutes.

### **4. Good Cause**

Other extended leaves of absence without pay may be granted in writing by the Superintendent at his or her discretion.

5. Job-Related Injury

Except as prohibited by Section 85.38 of the Code of Iowa, while on leave of absence due to the injury incurred in the course of employment, the Board shall pay to the teacher the difference between his/her salary and the benefits received under Worker's Compensation until sick leave days are exhausted, the employee is eligible for long-term disability, or until Worker's Compensation requires the teacher to return to work.

6. Return From Extended Leave of Absence

The following conditions shall prevail as to the teacher's return from an extended leave of absence:

- (a) A teacher shall be required to return from a leave of absence on the date designated by him/her upon the granting of the leave.
- (b) Under extenuating circumstances, a teacher may apply for and be granted an extension date.
- (c) Upon the return from an extended leave of absence, the teacher shall be given the same position held prior to the leave or a comparable position for which the individual is certified.
- (d) If the same position has been eliminated, the teacher shall be offered a comparable position for which he/she is certified.
- (e) Upon returning to employment, the teacher shall return to the salary schedule at the level held prior to the leave unless education advancement warrants additional monies.
- (f) Returning employee shall retain all previous rights and benefits.
- (g) Nothing in the Article shall preclude an employee on extended leave from having his/her contract terminated for staff reduction in accordance with Article 7.

**Article 11**

Teachers who are authorized to use their personal automobile in the performance of school business or duties shall be compensated at the rate set forth in Chapter 70A.9 of the Code of Iowa. Mileage between buildings while performing duties will be paid. No mileage will be paid for commuting to and from work.

## **Article 12**

The basic salaries of teachers covered by the agreement shall be set forth in Appendix A of this agreement.

To be eligible for movement to the next increment step on the salary schedule, a teacher must work one hundred and twenty (120) days:

Adjustment to the next higher education level shall be paid from the first day of the new school year provided that:

- (a) Required course work is completed prior to the start of the new school year and
- (b) Appropriate evidence of same is on file with the Superintendent's Office by the end of September of that year.

No additional pay will be made until such proof is provided.

Supplemental pay for extra duty positions is set forth in Appendix B.

Teachers may be assigned by the administration to use their designated preparation period to teach classes for teachers who are absent. The assigned teacher shall be paid \$15.00 per class period. A class period is considered to be not less than 40 and no greater than 60 minutes in length. To be eligible for payment of \$15.00 for loss of designated planning time, the licensed employee shall cover an assigned teaching responsibility of no less than 40 minutes, nor more than 60 minutes, in duration and which assignment shall preclude the availability of the normally designed planning period.

## **Article 13**

The Board shall make available a group health major medical program for full-time and regular part-time employees\*. The program will include a PPO plan with \$500.00 deductible, a PPO plan with a \$750.00 deductible, and if available, a PPO plan with a \$1,000.00 deductible under provisions as specified by the insurance supplier.

The Board will contribute the cost of the single monthly premium for the full-time employees\*\* selecting single coverage. When an employee is electing medical coverage for his/her family, and his/her spouse is also an employee of the district, whatever single medical insurance board contribution the spouse is eligible for will also be applied to the family medical insurance cost as needed. The employee will pay any additional cost through a payroll deduction.

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*\*Regular part-time employee is defined as an employee who is employed at half time or more for the year*

*\*\*Regular part-time employee shall receive a pro-rated portion of the Board contribution based upon his/her percentage of a full-time contract*

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The Board will purchase a ten thousand dollar (\$10,000.00) group life insurance policy for each full-time and regular part-time employee. The Board will pay the premium for such a policy.

The Board shall purchase a group dental insurance program for all full-time and regular part-time employees. The Board will contribute the cost of a single monthly premium for those full-time employees selecting dental coverage. When an employee is electing dental coverage for his/her family and his/her spouse is also an employee of the district, whatever single dental insurance Board contribution the spouse is eligible for will also be applied to the family dental insurance cost as needed. The employee will pay any additional cost through a payroll deduction.

The Board shall provide each covered employee a description of the insurance coverage as soon as it is made available by the insurance company.

An employee on an approved leave of absence shall have the right to continue all fringe benefits at his/her own expense, after the exhaustion of sick leave days, until the end of that contract year.

#### **Article 14**

Upon appropriate written authorization from the employee, the Board shall deduct from the salary of an employee and make remittance for annuities, savings bonds, group insurance and Association dues.

#### **Article 15**

The employer shall endeavor to provide and maintain a safe place of employment. All employees shall endeavor, in the course of performing their duties, to be alert to unsafe practices, equipment, or conditions and to report them to their immediate supervisor.

## **Article 16**

The teacher will submit current evidence of a physical examination when initially employed to verify his/her ability to perform duties assigned. The Board will pay up to twenty-five dollars (\$25.00) for such physical.

The Board may require subsequent examination when, in its judgment, such an examination is relevant to an employee's performance of status. Such additional examination shall be fully paid by the Board.

Employees will not be required to work when school is dismissed for inclement weather, unless the day could be counted as the one Inservice day allowed to meet the statutory required one hundred eighty (180) days.

## **Article 17**

### **Definition:**

A grievance shall be a timely filed alleged violation, misinterpretation, or misapplication of a specific article or section of this agreement.

A grievant shall mean an employee, group of employees, or the Association.

### **Purpose:**

The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems submitted under this procedure.

### **Procedure:**

**Step 1** Within fifteen (15) working days of the occurrence of the alleged violation or within fifteen (15) working days from the time he/she should have been aware of the alleged violation, the grievant must orally present the complaint to his/her immediate supervisor in an effort to resolve the matter informally.

**Step 2** If, as a result of the informal discussion with his/her immediate supervisor, a grievance still exists, the grievant may file a written grievance within five (5) working days after the informal discussion in Step 1, by submitting the same to the immediate supervisor. The supervisor shall advise the grievant of his disposition in writing within (5) working days.

**Step 3** If the grievant is not satisfied with the disposition in Step 2, he/she may submit the written grievance to the Superintendent within five (5) days after the answer

in Step 2. The Superintendent shall answer the grievance in writing within ten (10) working days of receipt of such grievance.

Step 4 If the grievant is not satisfied with the disposition in Step 3, he/she shall notify the Board, within ten (10) working days after the answer in Step 3, that the grievance will be submitted to arbitration.

The party requesting arbitration shall notify the American Arbitration Association that they want the appointment of an arbitrator. The selection of the arbitrator shall be in accordance with the American Arbitration Association procedure.

The arbitrator shall not amend, modify, nullify or add to the specific provisions of the agreement. The decision will be based solely upon his/her interpretation of the relevant language. The arbitrator's decision will be final and binding upon both parties.

General Provisions:

1. The number of days indicated at each level should be considered a maximum; the time limits specified may, however, be extended by mutual consent.
2. A grievance not processed within the time limits at any step of the procedure shall be considered resolved on the basis of the response given at the preceding step. If no answer is given within the time limits, the grievance will be moved to the next step.
3. All meetings relative to this procedure will be held outside the normal school day unless another time is mutually agreed upon.
4. All documents involved in processing the grievance shall be filed in a separate grievance file.
5. All meetings under this procedure shall be conducted in private.

**Article 18**

If any individual contract language is inconsistent with this agreement, this agreement, during its duration, shall be controlling.

The Board agrees to type the original copy of this agreement, and each party will print its own copies of the agreement.

The Board agrees to provide the Association, in response to a specific request, available District public financial information.

### **Article 19**

This agreement shall remain in full force and effect from July 1, 2006, and shall continue in effect until midnight on June 30, 2007.

## APPENDIX A

### SALARY SCHEDULE 2006-2007

	B.A.	B.A.+15	M.A.	M.A.+15	M.A.+30
BASE	\$25,900.00	\$ 27,195.00	\$ 28,490.00	\$ 29,785.00	\$ 31,080.00
		1.05	1.10	\$ 1.15	\$ 1.20
STEP 1	\$ 26,936.00	\$ 28,360.50	\$ 29,785.00	\$ 31,080.00	\$ 32,375.00
	1.04	1.095	1.15	1.20	1.25
STEP 2	\$ 27,972.00	\$ 29,526.00	\$ 31,080.00	\$ 32,375.00	\$ 33,670.00
	1.08	1.14	1.20	1.25	1.30
STEP 3	\$ 29,008.00	\$ 30,691.50	\$ 32,375.00	\$ 33,670.00	\$ 34,965.00
	1.12	1.185	1.25	1.30	1.35
STEP 4	\$ 30,044.00	\$ 31,857.00	\$ 33,670.00	\$ 34,965.00	\$ 36,260.00
	1.16	1.23	1.30	1.35	1.40
STEP 5	\$ 31,080.00	\$ 33,022.50	\$ 34,965.00	\$ 36,260.00	\$ 37,555.00
	1.20	1.275	1.35	1.40	1.45
STEP 6	\$ 32,116.00	\$ 34,188.00	\$ 36,260.00	\$ 37,555.00	\$ 38,850.00
	1.24	1.32	1.40	1.45	0.15
STEP 7	\$ 33,152.00	\$ 35,353.50	\$ 37,555.00	\$ 38,850.00	\$ 40,145.00
	1.28	1.365	1.45	1.50	1.55
STEP 8	\$ 34,188.00	\$ 36,519.00	\$ 38,850.00	\$ 40,145.00	\$ 41,440.00
	1.32	1.41	1.50	1.55	1.60
STEP 9	\$ 35,224.00	\$ 37,684.50	\$ 40,145.00	\$ 41,440.00	\$ 42,735.00
	1.36	1.455	1.55	1.60	1.65
STEP 10	\$ 36,260.00	\$ 38,850.00	\$ 41,440.00	\$ 42,735.00	\$ 44,030.00
	1.40	1.50	1.60	1.65	1.70
STEP 11	\$ 37,296.00	\$ 40,015.50	\$ 42,735.00	\$ 44,030.00	\$ 45,325.00
	1.44	1.545	1.65	1.70	1.75
STEP 12	\$ 38,332.00	\$ 41,181.00	\$ 44,030.00	\$ 45,325.00	\$ 46,620.00
	1.48	1.59	1.70	1.75	1.80

**Career Increment -  
\$1,100.00**

The above salary schedule includes funds made available to the District by House File 499, the Educational Excellence Fund. Specifically, The B.A. Salary Base includes fifty dollars (\$50.00) of Phase I monies and six hundred fifty dollars (\$650.00) of Phase II monies or a total of seven hundred dollars (\$700.00) of the B.A. base is attributable to House File 499 monies.

In the event the Legislature or the Governor would cease to provide such funds either through repeal or such legislation or other action, seven hundred dollars (\$700.00) would be deducted from the B.A. base salary and the appropriate corresponding amount from the employee's individual contracted salary. In the event the Legislature or the Governor reduce the funding for the minimum salary supplement (Phase \*) and/or additional payment (Phase III), the above salary schedule and the appropriate corresponding amount on the employee's individual contracted salary shall be reduced proportionately.

# APPENDIX B

## SUPPLEMENTAL PAY 2006-2007

Figures are percentage of base:

\$25,900.00

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### Years of Experience

<u>Position</u>	<u>0-1 Year</u>	<u>Amount</u>	<u>2-4 Year</u>	<u>Amount</u>	<u>5-+ Year</u>	<u>Amount</u>
<b>HIGH SCHOOL</b>						
Head Football	12.00%	\$3,108.00	13.00%	\$3,367.00	14.00%	\$3,626.00
Head Basketball	12.00%	\$3,108.00	13.00%	\$3,367.00	14.00%	\$3,626.00
Head Wrestling	12.00%	\$3,108.00	13.00%	\$3,367.00	14.00%	\$3,626.00
Head Baseball	12.00%	\$3,108.00	13.00%	\$3,367.00	14.00%	\$3,626.00
Head Softball	12.00%	\$3,108.00	13.00%	\$3,367.00	14.00%	\$3,626.00
Head Volleyball	10.00%	\$2,590.00	10.50%	\$2,719.50	11.00%	\$2,849.00
Head Track	10.00%	\$2,590.00	10.50%	\$2,719.50	11.00%	\$2,849.00
Asst. Football	8.00%	\$2,072.00	9.00%	\$2,331.00	10.00%	\$2,590.00
Asst. Wrestling	8.00%	\$2,072.00	9.00%	\$2,331.00	10.00%	\$2,590.00
Asst. Basketball	8.00%	\$2,072.00	9.00%	\$2,331.00	10.00%	\$2,590.00
Asst. Baseball	8.00%	\$2,072.00	9.00%	\$2,331.00	10.00%	\$2,590.00
Asst. Softball	8.00%	\$2,072.00	9.00%	\$2,331.00	10.00%	\$2,590.00
Drama	8.00%	\$2,072.00	9.00%	\$2,331.00	10.00%	\$2,590.00
Vocal Music	8.00%	\$2,072.00	8.50%	\$2,201.50	9.00%	\$2,331.00
Instrumental Music	8.00%	\$2,072.00	8.50%	\$2,201.50	9.00%	\$2,331.00
HS Yearbook Sponsor	8.00%	\$2,072.00	8.50%	\$2,201.50	9.00%	\$2,331.00
Asst. Track	6.00%	\$1,554.00	6.50%	\$1,683.50	7.00%	\$1,813.00
Asst. Volleyball	6.00%	\$1,554.00	6.50%	\$1,683.50	7.00%	\$1,813.00
Speech	6.00%	\$1,554.00	6.50%	\$1,683.50	7.00%	\$1,813.00
Cross Country (MS-HS)	5.00%	\$1,295.00	5.50%	\$1,424.50	6.00%	\$1,554.00
Head Junior Class Sponsor	5.00%	\$1,295.00	5.50%	\$1,424.50	6.00%	\$1,554.00
Golf	5.00%	\$1,295.00	5.50%	\$1,424.50	6.00%	\$1,554.00
Asst. Jr. Class Sponsor	4.00%	\$1,036.00	4.50%	\$1,165.50	5.00%	\$1,295.00
Intramural	3.00%	\$777.00	3.50%	\$906.50	4.00%	\$1,036.00
Chaperone	3.00%	\$777.00	3.50%	\$906.50	4.00%	\$1,036.00
Student Council	3.00%	\$777.00	3.50%	\$906.50	4.00%	\$1,036.00
Sponsor: Key Club	2.00%	\$518.00	2.50%	\$647.50	3.00%	\$777.00
Sponsor: Art Club	2.00%	\$518.00	2.50%	\$647.50	3.00%	\$777.00
Sponsor: Thespians	2.00%	\$518.00	2.50%	\$647.50	3.00%	\$777.00
Sponsor: F.C.C.L.A.	2.00%	\$518.00	2.50%	\$647.50	3.00%	\$777.00
Sponsor: National Honor Society	2.00%	\$518.00	2.50%	\$647.50	3.00%	\$777.00
Sponsor: HOSA	2.00%	\$518.00	2.50%	\$647.50	3.00%	\$777.00
Sponsor: Spanish Club	2.00%	\$518.00	2.50%	\$647.50	3.00%	\$777.00
Sponsor: Math Club	2.00%	\$518.00	2.50%	\$647.50	3.00%	\$777.00
Sponsor: Science Club	2.00%	\$518.00	2.50%	\$647.50	3.00%	\$777.00
Sponsor: Big Red Review Advisor	2.00%	\$518.00	2.50%	\$647.50	3.00%	\$777.00
Senior Class Sponsor	2.00%	\$518.00	2.50%	\$647.50	3.00%	\$777.00
Cheerleader Sponsor	2.00%	\$518.00	2.50%	\$647.50	3.00%	\$777.00
Sponsor: Mo. Valley Home Page	2.00%	\$518.00	2.50%	\$647.50	3.00%	\$777.00
Sponsor: SADD Club	2.00%	\$518.00	2.50%	\$647.50	3.00%	\$777.00
Sponsor: DREAM Club	2.00%	\$518.00	2.50%	\$647.50	3.00%	\$777.00
Dance Team Sponsor	2.00%	\$518.00	2.50%	\$647.50	3.00%	\$777.00

## APPENDIX B

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### SUPPLEMENTAL PAY 2006-2007

Figures are percentage of base:

\$25,900.00

#### Years of Experience

<u>Position</u>	<u>0-1 Year</u>	<u>Amount</u>	<u>2-4 Year</u>	<u>Amount</u>	<u>5-+ Year</u>	<u>Amount</u>
<b>MIDDLE SCHOOL</b>						
Jr. High Girls Basketball	7.00%	\$1,813.00	7.50%	\$1,942.50	8.00%	\$2,072.00
Jr. High Football	6.00%	\$1,554.00	6.50%	\$1,683.50	7.00%	\$1,813.00
Jr. High Track	6.00%	\$1,554.00	6.50%	\$1,683.50	7.00%	\$1,813.00
Jr. High Volleyball	6.00%	\$1,554.00	6.50%	\$1,683.50	7.00%	\$1,813.00
Jr. High Boys Basketball	6.00%	\$1,554.00	6.50%	\$1,683.50	7.00%	\$1,813.00
Jr. High Wrestling	6.00%	\$1,554.00	6.50%	\$1,683.50	7.00%	\$1,813.00
Baseball	6.00%	\$1,554.00	6.50%	\$1,683.50	7.00%	\$1,813.00
Softball	6.00%	\$1,554.00	6.50%	\$1,683.50	7.00%	\$1,813.00
Special Olympics Advisor	6.00%	\$1,554.00	6.50%	\$1,683.50	7.00%	\$1,813.00
Instrumental Music	4.00%	\$1,036.00	4.50%	\$1,165.50	5.00%	\$1,295.00
Vocal Music	4.00%	\$1,036.00	4.50%	\$1,165.50	5.00%	\$1,295.00
Student Council	3.00%	\$777.00	3.50%	\$906.50	4.00%	\$1,036.00
M.S. Cheerleader Sponsor	2.00%	\$518.00	2.50%	\$647.50	3.00%	\$777.00
Leadership Sponsor	2.00%	\$518.00	2.50%	\$647.50	3.00%	\$777.00
<b>ELEMENTARY SCHOOL</b>						
Vocal Music	2.00%	\$518.00	2.50%	\$647.50	3.00%	\$777.00

## SIGNATURE PAGE

*For the Association:*

Cynthia A. Unger  
Association President

Date 5/3/06

*For the Board:*

D. E. Felt  
Board President

Date 5-3-06

Michael Brown  
Chief Negotiator

Date 5/3/06

Rohyn Wohlers  
Board Secretary

Date 5/3/06